

Community Police Commission (CPC)

August 16, 2023, 9:00am In-Person & Via WebEx Conference Call

- I. Welcome & Land Acknowledgement**
- II. Take Attendance**

CPC Attendees: Rev. Patricia Hunter, Rev. Harriett Walden, Joel Merkel, Lynne Wilson, Raven Nicole Tyler, Tony Gaedcke, Lars Erickson, Adrien Levitt, Tascha Johnson, Mark Mullins, Erica Newman, Suzette Dickerson, Le'Jayah Washington, Mary Ruffin

CPC Absences: Jeremy Wood, Joseph Seia

CPC Staff: Cali Ellis, Felicia Cross, Megan Clark, Kiesha Cannon, Mergitu Argo, Jo-Nathan Thomas, Jessica Phares

III. Review Agenda & Minutes

Action: Motion to amend 8/16/23 meeting agenda to have Executive Director Search agenda item take place prior to presentation from Police2Peace.

Moved: Yes

Seconded: Yes

Approved by voice vote.

Opposed: 0

Abstentions: 0

Action: Motion to approve the minutes from 8/2/23.

Moved: Yes

Seconded: Yes

Approved by voice vote.

Opposed: 0

Abstentions: 0

IV. Community Police Commission Updates

➤ Co-Chair Updates

- Formal acknowledgement of resignation from Commissioner Joseph Seia via email on 7/28/2023.
- Working on 2024 Legislative agenda for Olympia. Deadlines approaching to give city notice of where CPC is at.

➤ Executive Director Updates

- Community Engagement Director, Felicia Cross won the Unsung Hero award from the National Association of Black Law Enforcement (NOBLE).

- Mina Martin no longer with CPC so policy is down a member. Job posting for Sr. Policy Advisor is live and closed on 9/5/2023.
- **Community Engagement Staff Updates**
 - Community Engagement has been getting out to events and meetings to engage.
 - CPC New Beginnings event on 8/31/2023 Langston Hughes Performing Arts Institute from 6 to 8 PM. Celebrate community and present the annual report for past 2 years.

V. Executive Director Search

- Candidate forum is available on the Seattle Channel.
- Commissioners cannot appoint a Deputy Director at this time. While council has established the position it has not given budgetary authority for the position.
- Community survey for Executive Director search.
 - 12 responses
 - Top priorities
 1. Engaged in community outreach to obtain the perspectives of community members and SPD employees on police community relations, SPD policies and practices, the police accountability system and other matters.
 2. Review and provide input on the police accountability system and SPD policies and practices.
 3. Maintaining connections with representatives of disenfranchised communities and community groups.
 - Top qualities
 1. Create trusted partnerships build bridges with disenfranchised communities and connect with those experiencing police violence.
 2. Center race and equity in process and decisions.
 3. Lead people and operations to achieve measurable equitable outcomes.
 4. Manage complex agency community and political relationships.
 - Characteristics most aligned with CPC mission
 1. Creating trusted relationships building bridges with disenfranchised communities and connecting with those experiencing inequity and police violence.
 2. Strong inner compass for racial equity, people and culture, ability to discern needs of others particularly those marginalized and who have experienced police violence.
 3. Acknowledged and is influenced by the disproportionate impact of policing on Black, Brown, Indigenous and disenfranchised communities.
 4. Manages and leads through collaborative relationships.
 - What does the Executive Director need to get right?
 1. Need to have demonstrated experience with policing and police accountability, policy development and community engagement

- 2. Need to connect with community and have excellent communication and listening skills. Executive director serve as spokesperson for the Commission.
- 3. Need to build trust and understand diverse perspectives.
- 4. Need to be an advocate for change.
- What do you want CPC to consider in hiring decision?
 - 1. Should have expertise in police oversight with an understanding of systemic barriers.
 - 2. Good cultural and racial awareness.
 - 3. Strong communicator.
 - 4. Be able to lead and build a strong team within the staff.
 - 5. Need to be able to advocate for community within highly political environment.
- *Commission went into executive session to discuss candidates for CPC's Executive Director.*

VI. Vote for CPC Executive Director

Action: Motion to nominate Cali Ellis as the CPC Executive Director

Moved: Yes

Seconded: Yes

Approved by voice vote: 8

Opposed: 5

Abstentions: 0

Action: Motion to authorize Co-chairs to sign paperwork to formally nominate Cali Ellis as the CPC Executive Director to City Council.

Moved: Yes

Seconded: Yes

Approved by voice vote.

Opposed: 0

Abstentions: 0

VII. SPD Police Culture Discussion

- Presentation from [Police2Peace](#) by Lisa Broderick, Founder/Executive Director and Jim Bueermann, Chief (retired)
- [Presentation](#)

VIII. Adjourn